NOVEMBER/DECEMBER 2023

23PECM15B — STRATEGIC HUMAN RESOURCE MANAGEMENT

Time : Three hours Maximum : 75 marks

SECTION A — (10 × 2 = 20 marks)

Answer ALL the questions.

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1. Define Strategic IHRM.
2. Explain Performance Evaluation.
3. What do you mean by compensation?
4. Write a short note on Cultural Training.
5. What do you meant by Talent Management?
6. Describe "Employee Relations".
7. Mention the purpose of HR Audit.
8. Define Human Capital Management.
9. What are the four main perspectives of key performance indicators (KPIs)?
10. State the meaning of "Rewards Strategy".

SECTION B — (5 × 5 = 25 marks)

Answer ALL questions.

11. (a) Highlight the evolution of SHRM.

Or

(b) Explain the Harvard Model or the Integrated System Model of SHRM.

12. (a) What are the various dimensions of SHRM?

Or

(b) Explain the Steps in Organisational Development (O.D).

13. (a) List out the Components of strategic employee resources.

Or

(b) Explain the different steps of Human Resource Score Card.

14. (a) Explain the various Methods of Learning.

Or

(b) What are the Components of Rewards?

15. (a) Explain the several stages of Talent Management Process.

Or

(b) Explain the benefits of HR Analytics.

SECTION C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Difference between Traditional HRM and SHRM.

17. Explain the four phases of "learning and development process".

18. List down the Characteristics of Organisational development.

19. Explain the "Theoretical Perspective of SHRM".

20. What are the Barriers of Strategic Human Resource Management and how to overcome it? – Explain in detail.

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